



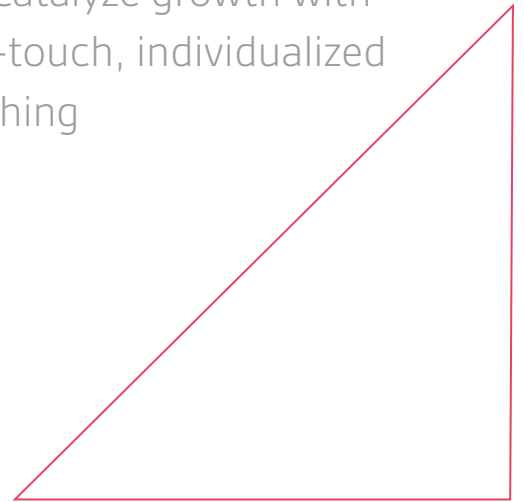
Leadership Development

Accelerate growth and
unlock potential with our
development services



Individual Coaching

Increase performance and catalyze growth with high-touch, individualized coaching

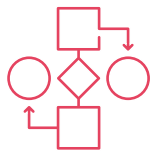


Cohort Development: *Scaling for Growth*SM

Advance your next generation of enterprise leaders with interactive cohort learning and targeted behavioral coaching

Individual Coaching: High-Impact Results

Becoming an outstanding leader requires deep self-awareness, actionable plans, and continuous practice. Our experienced coaches blend expertise in human behavior and organizational performance to deliver rich insights that catalyze change. Our coaching is enriched by building deep understanding of the unique context within which each leader is required to operate and the challenges they face.



C-Suite advisory coaching

Bringing together a focus on individual, team, and organizational performance to support the success of your most critical leaders



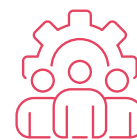
New leader integration

Accelerating the path to high performance through clear goals, curated support mechanisms, and timely course corrections



High-potential development

Building scalable leadership capabilities that can grow with expanding roles and responsibilities



Performance in critical roles

Optimizing performance where it's needed and focusing on delivering a well-defined set of role expectations

RHR provides the support needed
for leaders to achieve a high level of performance.

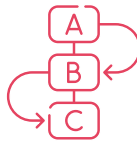
- Increased impact and influence
- Greater focus and prioritization
- Effective team leadership
- High-quality decisions
- Improved strategies for self-management
- Increased self-awareness and insight
- Ability to navigate complex dynamics
- Enhanced communication and alignment

Scaling for GrowthSM: High-Impact Results

Transitioning into roles with more breadth, complexity, and ambiguity requires new skills, shifting mindsets, and a new level of adaptability. Scaling for GrowthSM assessments give your leaders the skills they need to land on solid ground. Through our targeted development program, cohort groups are provided with the right tools to take on roles of greater scope and complexity, with outstanding results.



Advanced scalability
through deep insight
and sustainable behavior
change



Accelerated readiness for
promotion and reduced
risk of transition



Stronger pipeline for
enterprise-critical roles

We build adaptive leaders who:

- Recognize and adapt to micro and macro business trends and make complex trade-off decisions.
- Selfmanage with healthy, agile, and resilient habits, prepared to thrive in challenging and rapidly changing environments.
- Lead in ways that maximize discretionary effort and performance while addressing the shifting people needs of the organization.

Our Approach

Our model is grounded in the essentials of behavior change in complex, ambiguous systems. Our core coaching principles are based in 75 years of research and experience with leaders from diverse companies, backgrounds, and industries.




High-value development happens at the intersection of the leader and the business. Context and expectations shape goals, success factors, and unique challenges.

Development requires insight, personal honesty, and self-awareness. Success requires a safe, open, and candid environment to explore new approaches.

Real business impact from development requires discipline, courage, and intentionality. Process and focus are as important as intent.

Behavior change is accelerated by the involvement of trusted and aligned stakeholders. Change takes a village and works best as a partnership among internal and external resources.

Building from these core principles, all of our development engagements involve the following behavior-based approach:

-  **Build Deep Awareness**
 - Through comprehensive data sources, accurate, relevant, and contextual self-insight is built to catalyze and motivate change.
-  **Make Behavioral Commitments**
 - Self-insight is leveraged to build targeted behavioral commitments designed to accelerate performance in the most critical areas.
-  **Practice, Adapt, and Measure**
 - Commitments are practiced, refined, and updated through active coaching and support. Measurement helps track progress, tweak plans, and signal readiness for the next commitment.

“



Consultant was invaluable in coaching me through a particularly challenging time in the company's lifecycle. He was able to help me see opportunities to improve as a leader and think differently about my style and approach, while also helping me talk through actual business and strategic issues.

”

Working with RHR

Explore the outstanding results that we've achieved alongside our clients by clicking on the case studies below.



Transitions in Leadership

Focused on understanding the ways organizations support a CEO's transition into the role

[Read more](#) →



Executive Women Leadership

Exploring authenticity as the greatest positive difference in accelerating and cascading female leaders' achievements

[Read more](#) →



What Great Senior Teams Do

Using RHR's STE SurveySM, data was collected from 200 senior team members and six success factors were isolated.

[Read more](#) →

“

RHR feels to me like the most sophisticated coaching/leadership assistance team I've worked with.



”

Why Work with RHR?

As your partner, we coach your leaders on the abilities to drive sustainable results that align with your business goals. Our development programs were specifically designed to build self-reflective leaders who excel in diverse, unpredictable, and complex business environments.

From guiding new leaders to integrate seamlessly, to supporting performance improvement in critical roles, RHR's targeted programs have been helping companies achieve enhanced results for decades.

Ready to empower your leaders? Get in touch today. →





We shape leaders,
leaders shape **the world.**

